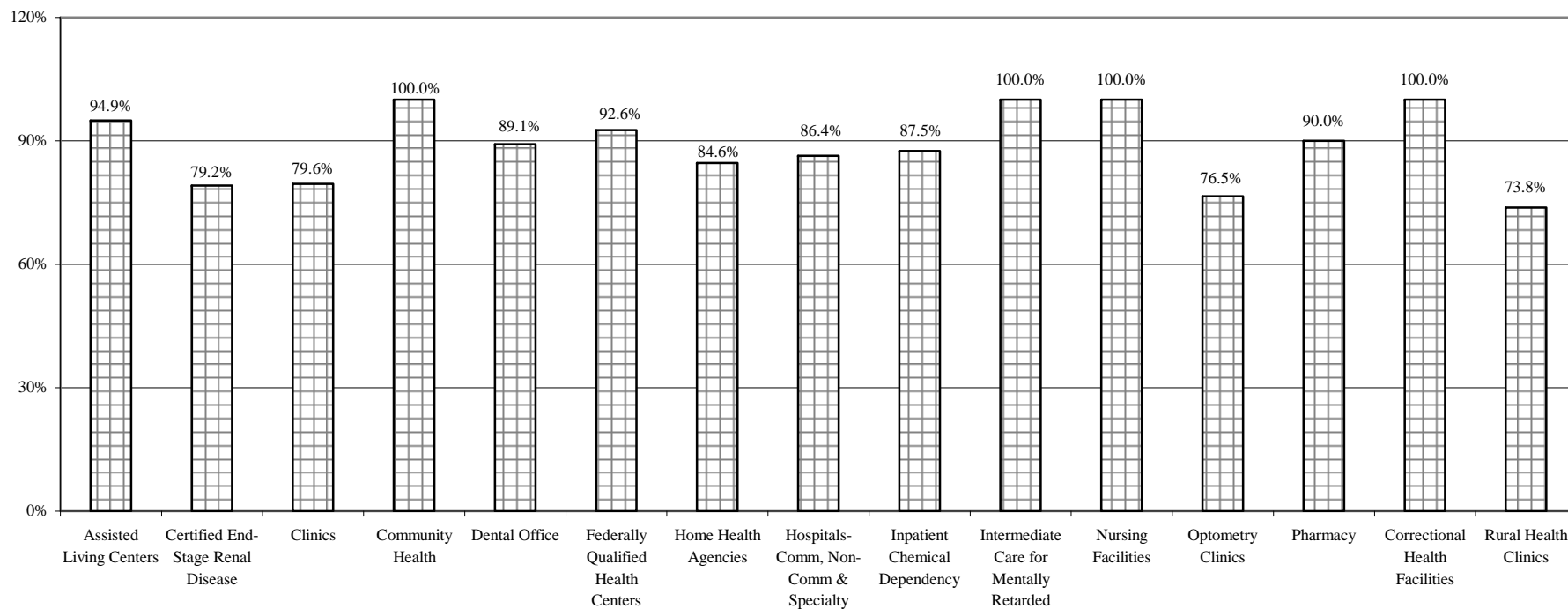


## Facility Type

Figure 15 illustrates the return rates for each facility type. Community health, intermediate care for mentally retarded, nursing facilities, and correctional health facilities all had a 100 percent return rate on their surveys. Assisted living centers, federally qualified health centers, and pharmacies all fell within the 90 percent range for return rates on their

surveys. Dental offices, home health agencies, hospitals, inpatient chemical dependency, and rural health clinics all fell within the 80 percent range for return rates on their surveys. Certified end-stage renal disease, clinics, optometry clinics, and rural health clinics all fell within the 70 percent range for return rates on their surveys.

**Figure 15**  
**Return Rates by Type of Facility**

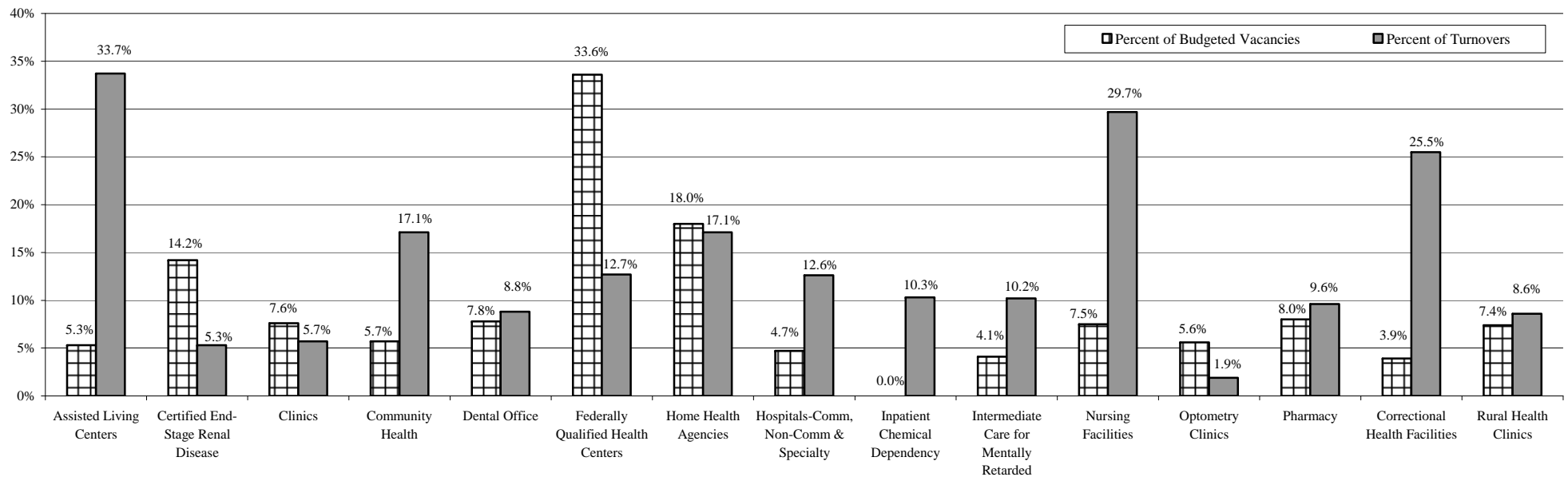


Source: South Dakota Department of Health, Office of Data, Statistics, and Vital Records

Figure 16 illustrates the percent of budgeted vacancies and turnovers for each facility type. The facility with the lowest percent of budgeted vacancies was inpatient chemical dependency with 0 percent; while the facility with the highest percent of budgeted vacancies was federally qualified health

centers with 33.6 percent. The facility with the lowest percent of turnovers was optometry clinics with 1.9 percent while the facility with the highest percent of turnovers was assisted living centers with 33.7 percent.

**Figure 16**  
**Percent of Budgeted Vacancies and Turnovers by Type of Facility**



Source: South Dakota Department of Health, Office of Data, Statistics, and Vital Records

## Assisted Living Centers

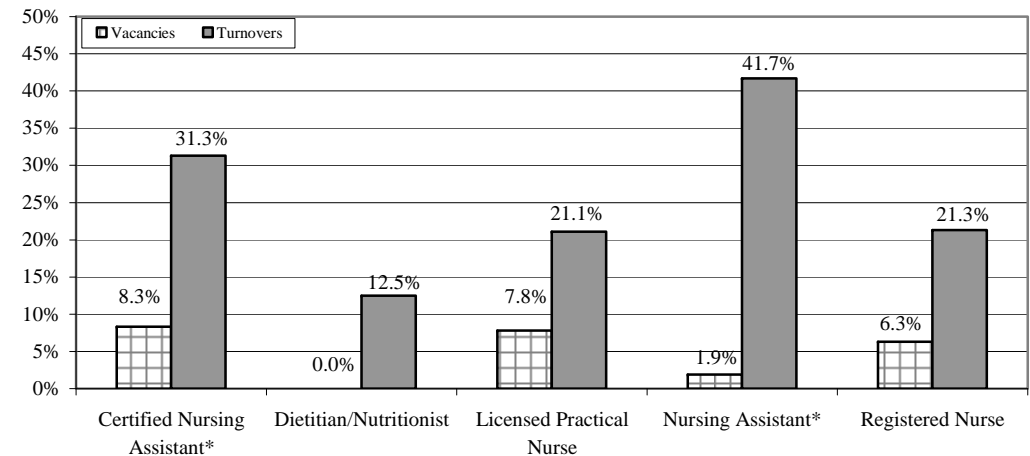
Out of the 158 assisted living centers in South Dakota, 150 returned their survey for a return rate of 94.9 percent. Figure 17 shows health care professionals that are employed in assisted living centers. They include certified nursing assistant, dietitian/nutritionist, licensed practical nurse, nursing assistant, and registered nurse. The position with the highest vacancy rate is certified nursing assistant with 8.3 percent, while the position with the lowest vacancy rate is dietitian/nutritionists with 0 percent. The position with the highest turnover rate is nursing assistant with 41.7 percent, while the position with the lowest turnover rate is dietitian/nutritionists with 12.5 percent. Overall, in 2008, assisted living centers had 5.3 percent of budgeted vacancies and 33.7 percent of turnovers, while in 2007, assisted living centers had 1.8 percent budgeted vacancies and 25.3 percent of turnovers.

Figure 18 shows the responses why vacancies were hard-to-fill in assisted living centers. The top response for why vacancies were hard-to-fill was “lack of applicants.” The second highest response was “job entails shift work of undesirable hours.” The third highest response was “applicants lack the qualifications we want.”

### Assisted Living Center Defined

*An assisted living center is defined as any institution, rest home, boarding home, place, building, or agency which is maintained and operated to provide personal care and services which meet some need beyond basic provision of food, shelter, and laundry. This care and service shall be provided by competent and qualified individuals who shall maintain a minimum of .8 hours.*

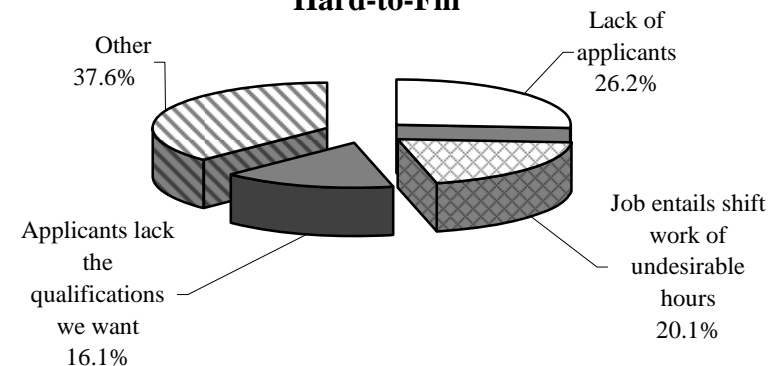
**Figure 17**  
**Assisted Living Centers – Percent of Vacancies and Turnovers**



Source: South Dakota Department of Health, Office of Data, Statistics, and Vital Records

Note: \* Starting in 2005 certified nursing assistants were analyzed separately from nursing assistants.

**Figure 18**  
**Assisted Living Centers – Responses to Why Vacancies Were Hard-to-Fill**



Source: South Dakota Department of Health, Office of Data, Statistics, and Vital Records

## Clinics

Out of the 299 clinics surveyed in South Dakota, 238 returned their surveys for a return rate of 79.6 percent. Figure 20, on the next page, shows the key health care professionals that are employed in clinics. The position with the highest vacancy rate was speech pathologist/SLP with 28.6 percent, while the positions with the lowest vacancy rate were cardiovascular technician, cardiovascular technologist, certified registered nurse anesthetist, nuclear medical technologist, occupational therapist, and physical therapist all with 0 percent. The position with the highest turnover rate was diagnostic medical sonographer/ultrasonographer with 21.1 percent, while the positions with the lowest turnover rate were cardiovascular technician, cardiovascular technologist, certified registered nurse anesthetist, clinical nurse specialist, physical therapist, and speech pathologist/SLP all with 0 percent.

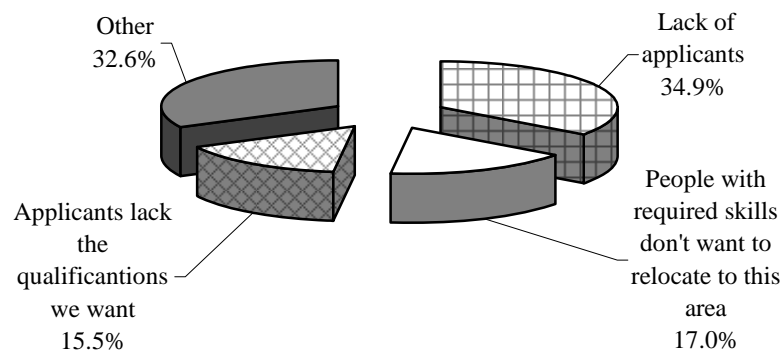
Overall, in 2008, clinics had 7.6 percent of budgeted vacancies and 5.7 percent of turnovers, compared to 2007 when clinics had 4.3 percent budgeted vacancies and 6.1 percent of turnovers.

Figure 19 shows the reasons why vacancies were hard-to-fill in clinics. The top response for why vacancies were hard-to-fill was “lack of applicants.” The second highest response was “people with required skills don’t want to relocate to this area.” The third highest response was “applicants lack the qualifications we want.”

### Clinics Defined

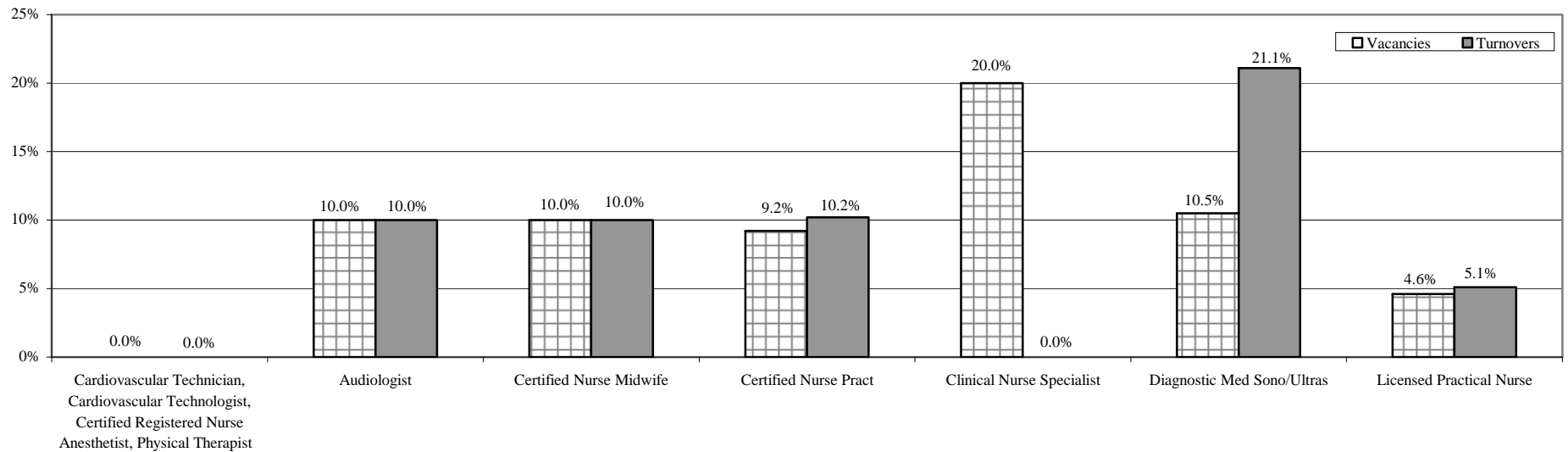
*An institution, building, or part of a building where patients who do not require hospitalization or institutionalization are cared for.*

**Figure 19**  
**Clinics – Responses to Why Vacancies Were Hard-to-Fill**

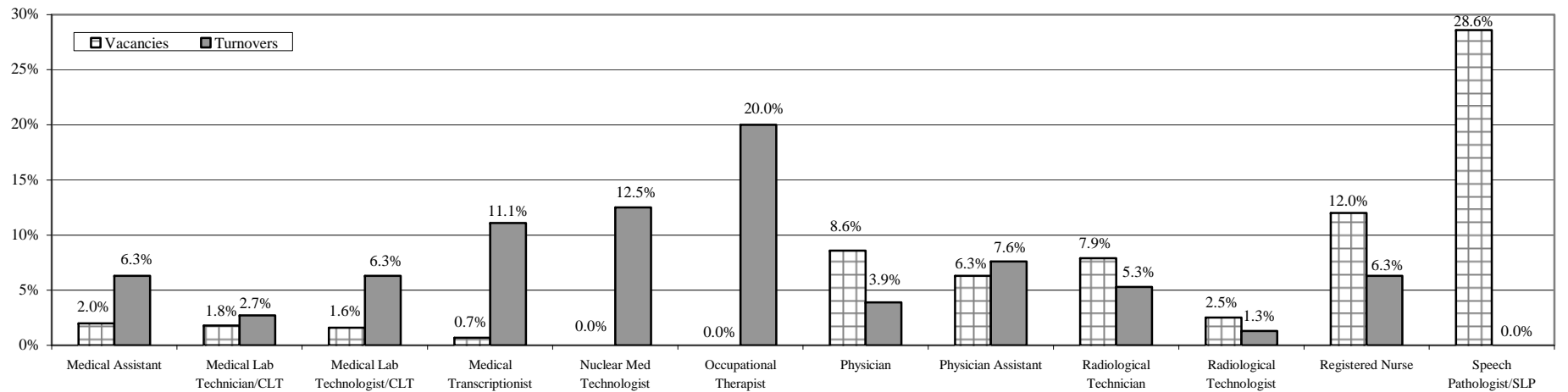


Source: South Dakota Department of Health, Office of Data, Statistics, and Vital Records

**Figure 20**  
**Clinics – Percent of Vacancies and Turnovers**



**Figure 20**  
**Clinics – Percent of Vacancies and Turnovers (continued)**



Source: South Dakota Department of Health, Office of Data, Statistics, and Vital Records

## Community Health

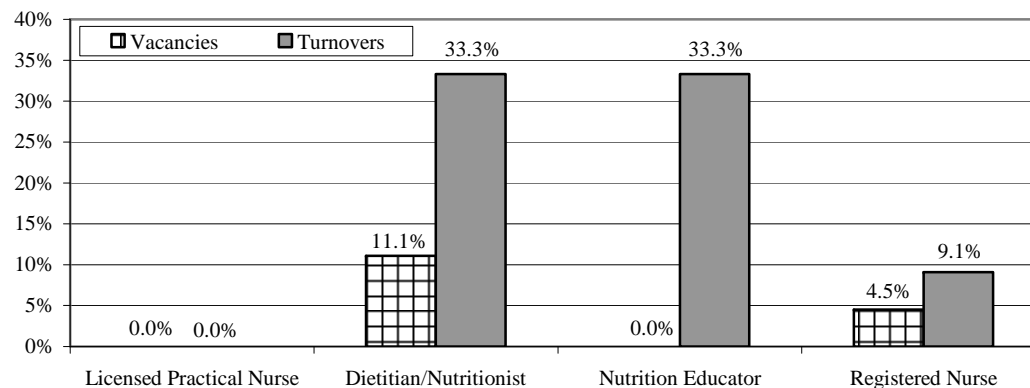
All 84 of the community health facilities in South Dakota returned their surveys for a return rate of 100 percent. Figure 21 shows health care professionals that are employed in community health facilities. They include licensed practical nurse, dietitian/nutritionist, nutrition educator, and registered nurse. The position with the highest vacancy rate was dietitian/nutritionist with 11.1 percent, while the positions with the lowest vacancy rate were licensed practical nurse and nutrition educator both with 0 percent. The position with the highest turnover rate was tied between dietitian/nutritionists and nutrition educators both with 33.3 percent, while the position with the lowest turnover rate was licensed practical nurse with 0 percent. Overall, in 2008, community health facilities had 5.7 percent of budgeted vacancies and 17.1 percent of turnovers, while in 2007, community health had 2.8 percent budgeted vacancies and 2.8 percent of turnovers.

Figure 22 shows the responses why vacancies were hard-to-fill in community health facilities. The top response was “lack of applicants.” The only other response was “company/industry doesn’t pay enough.”

## Community Health Facilities Defined

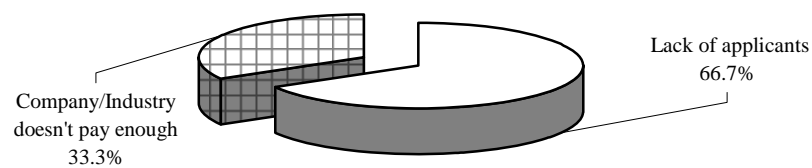
*The Department of Health Office of Community Health Services and Public Health Alliance provides public health services to all ages. This includes a network of primary and preventive programs and services that care for, inform, and instruct South Dakotans to help them develop and maintain a healthier lifestyle and quality of life. Professional nursing and nutrition staff in the office work with individuals, families, and communities to make sure they have the best possible health outcomes.*

**Figure 21**  
**Community Health Facilities – Percent of Vacancies and Turnovers**



Source: South Dakota Department of Health, Office of Data, Statistics, and Vital Records

**Figure 22**  
**Community Health Facilities – Responses to Why Vacancies Were Hard-to-Fill**

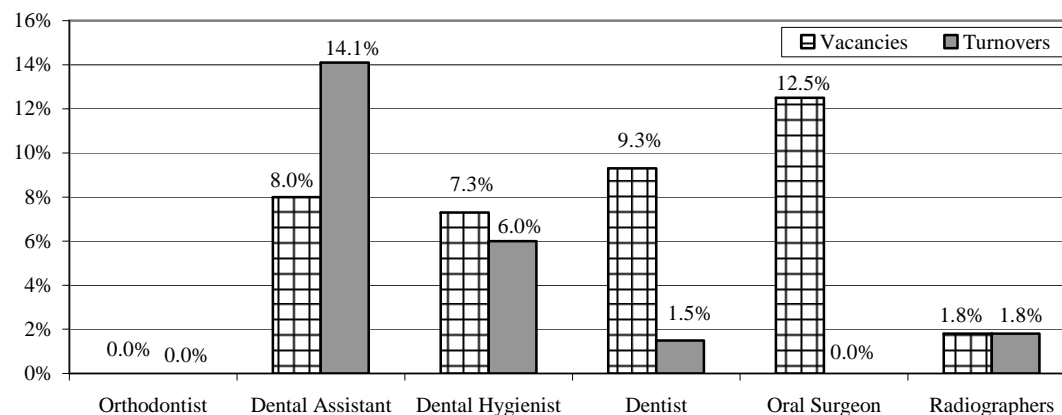


Source: South Dakota Department of Health, Office of Data, Statistics, and Vital Records

## Dental Office

Out of the 258 dental offices surveyed in South Dakota, 230 returned their surveys for a return rate of 89.1 percent. Figure 23 shows health care professionals that are employed in dental offices. They include dental assistant, dental hygienist, dentist, orthodontist, oral surgeon, and radiographers. The position with the highest vacancy rate was oral surgeon with 12.5 percent, while the position with the lowest turnover rate was orthodontist with 0 percent. The position with the highest turnover rate was dental assistant with 14.1 percent, while the positions with the lowest turnover rate were orthodontist and oral surgeon both with 0 percent. Overall, in 2008, dental offices had 7.8 percent of budgeted vacancies and 8.8 percent of turnovers, while in 2007, dental offices had 5.2 percent of budgeted vacancies and 8.3 percent of turnovers.

**Figure 23**  
**Dental Office – Percent of Vacancies and Turnovers**



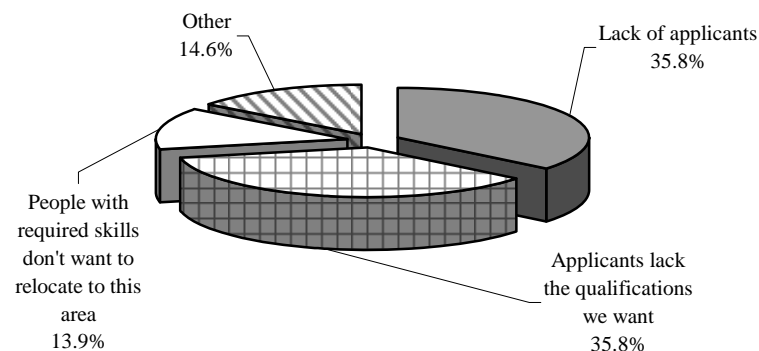
Source: South Dakota Department of Health, Office of Data, Statistics, and Vital Records

Figure 24 shows the responses why vacancies were hard-to-fill in dental offices. The top response was tied between “lack of applicants” and “applicants lack the qualifications we want.” The second highest response was “people with required skills don’t want to relocate to this area.”

## Dental Office Defined

*An institution, building, or a part of a building where patients receive diagnosis, treatment, prescription or operation for any disease, pain, deformity, deficiency, injury, or physical condition of the teeth, gums, or jaw.*

**Figure 24**  
**Dental Office – Responses to Why Vacancies Were Hard-to-Fill**



Source: South Dakota Department of Health, Office of Data, Statistics, and Vital Records

## Federally Qualified Health Centers

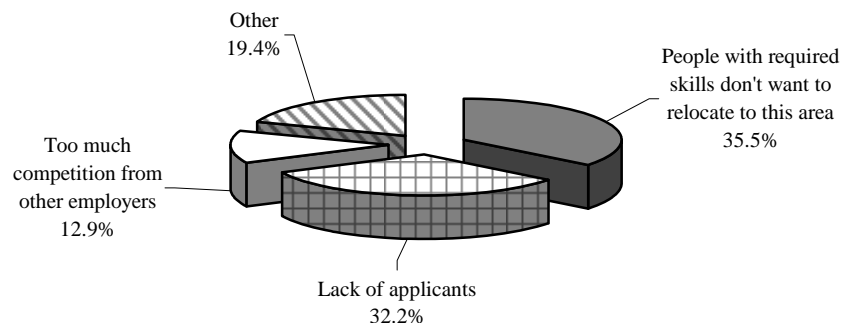
Out of the 27 federally qualified health centers surveyed in South Dakota, 25 returned their surveys for a return rate of 92.6 percent. Figure 26, on the next page, shows the key health care professionals that are employed in federally qualified health centers. The position with the highest vacancy rate was medical laboratory technician/CLT with 66.7 percent, while the position with the lowest vacancy rate was radiological technician with 0 percent. The position with the highest turnover rate was tied between certified nurse practitioner and licensed practical nurse with 25 percent, while the positions with the lowest turnover rate were radiological technician, medical laboratory technician/CLT, and medical transcriptionist all with 0 percent. Overall, in 2008, federally qualified health centers had 33.6 percent of budgeted vacancies and 12.7 percent of turnovers, while in 2007, federally qualified health centers had 2.8 percent of budgeted vacancies and 8.3 percent of turnovers.

Figure 25 shows the reasons why vacancies were hard-to-fill in federally qualified health centers. The top response for why vacancies were hard-to-fill was “people with required skills don’t want to relocate to this area.” The second highest response was “lack of applicants.” The third highest response was “too much competition from other employers.”

### Federally Qualified Health Centers Defined

*Provide comprehensive primary care to anyone, regardless of ability to pay or to those at 200 percent of the poverty level on a sliding fee scale.*

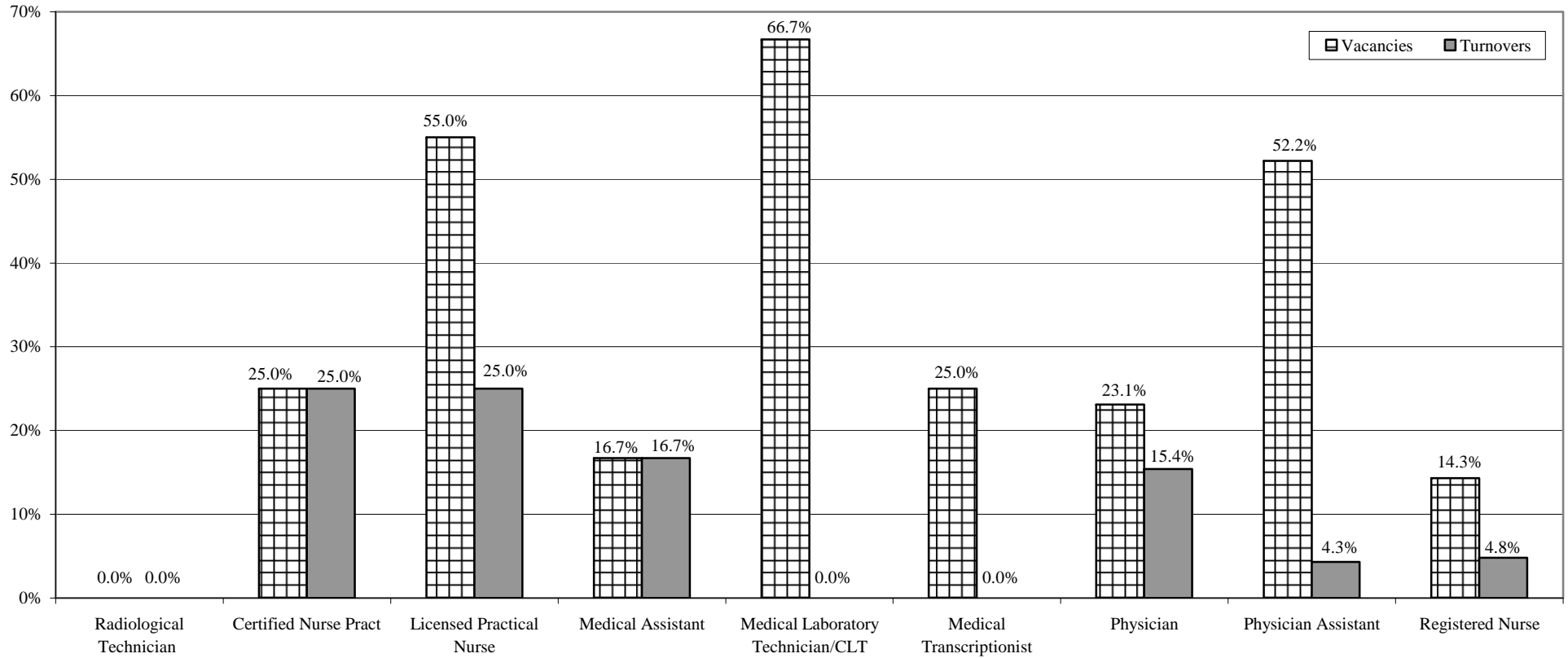
**Figure 25**  
**Federally Qualified Health Centers – Responses to Why Vacancies Were Hard-to-Fill**



Source: South Dakota Department of Health, Office of Data, Statistics, and Vital Records



**Figure 26**  
**Federally Qualified Health Centers – Percent of Vacancies and Turnovers**



Source: South Dakota Department of Health, Office of Data, Statistics, and Vital Records

Note: There were no certified registered nurse anesthetist, clinical nurse specialist, diagnostic medical sonographer/ultrasonographer, medical laboratory technologist/CLT, and radiation therapist in federally qualified health centers in 2008.

There were only part-time certified nurse midwives (2) in federally qualified health centers in 2008.

## Home Health Agencies

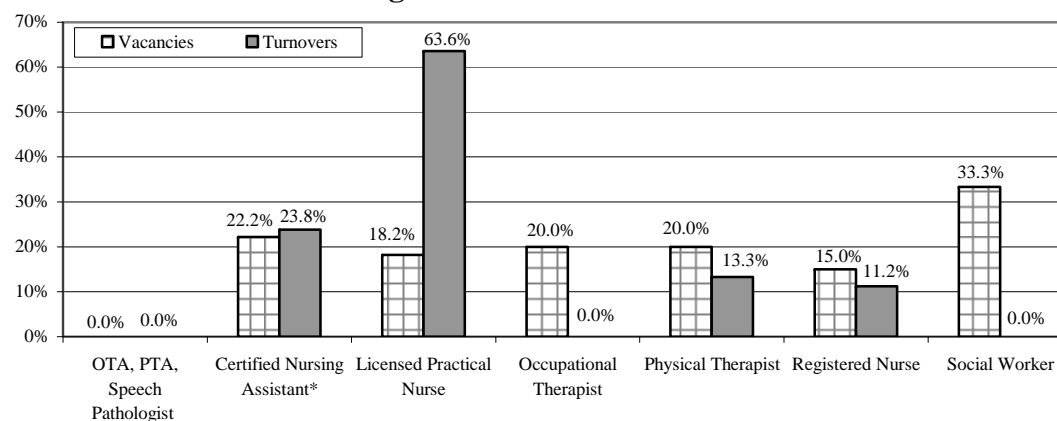
Out of the 52 home health agencies in South Dakota, 44 returned their surveys for a return rate of 84.6 percent. Figure 27 shows health care professionals that are employed in home health agencies. They include certified nursing assistant, licensed practical nurse, occupational therapist, occupational therapist assistant, physical therapist, physical therapist assistant, registered nurse, social worker, and speech pathologist/SLP. The position with the highest vacancy rate was social worker with 33.3 percent, while the position with the lowest vacancy rate was occupational therapist assistant, physical therapist assistant, and speech pathologist all with 0 percent. The position with the highest turnover rate was licensed practical nurse with 63.6 percent, while the positions with the lowest turnover rate were occupational therapist assistant, physical therapist assistant, speech pathologist, occupational therapist, and social worker all with 0 percent. Overall, in 2008, home health agencies had 18 percent of budgeted vacancies and 17.1 percent of turnovers, while in 2007, home health agencies had 15.2 percent of budgeted vacancies and 12.4 percent of turnovers.

Figure 28 shows the reasons why vacancies were hard-to-fill in home health agencies. The top response for why vacancies were hard-to-fill was “lack of applicants.” The second highest response was “applicants lack the qualifications we want.” The third highest response was “people with required skills don’t want to relocate to this area.”

## Home Health Agency Defined

*Home health agency is defined either as a public or private agency that provides skilled nursing services and at least one other service, directly or under contract, to individuals in their homes.*

**Figure 27**  
**Home Health Agencies – Percent of Vacancies and Turnovers**

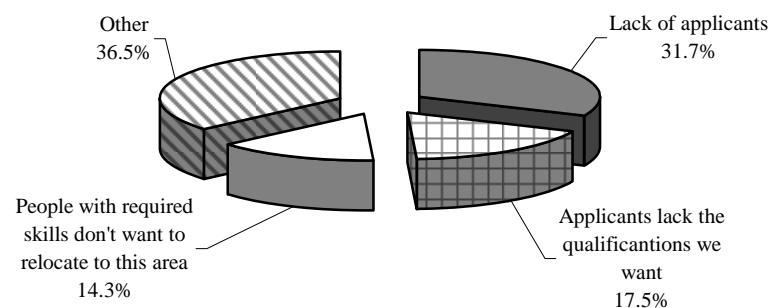


Source: South Dakota Department of Health, Office of Data, Statistics, and Vital Records

Note: \* Starting in 2005 certified nursing assistants were analyzed separately from nursing assistants.

Please do not use past publications to conduct trend analysis on nursing assistants.

**Figure 28**  
**Home Health Agencies – Responses to Why Vacancies Were Hard-to-Fill**



Source: South Dakota Department of Health, Office of Data, Statistics, and Vital Records

## Hospitals

Out of the 66 hospitals (community, non-community, and specialized) in South Dakota, 57 returned their surveys for a return rate of 86.4 percent. Figure 30, on the next page, shows health care professionals that are employed in hospitals. The position with the highest vacancy rate was radiological technicians with 12.5 percent, while the positions with the lowest vacancy rate were accredited record technician, chiropractor, clinical nurse specialist, diagnostic medical sonographer/ultrasonographer, EMT-Basic, massage therapist, podiatrist, registered record administrator, audiologist, cardiovascular technician, certified dietary manager, EMT – PM (paramedic), occupational therapist assistant, physical therapist assistant, psychiatrist, and radiological technologist all with 0 percent. The position with the highest turnover rate was EMT – PM (paramedic) with 57.1 percent, while the positions with the lowest turnover rate were accredited record technician, chiropractor, clinical nurse specialist, diagnostic medical sonographer/ultrasonographer, EMT-Basic, massage therapist, podiatrist, registered record administrator, cardiovascular technologist, and dietitian/nutritionist all with 0 percent.

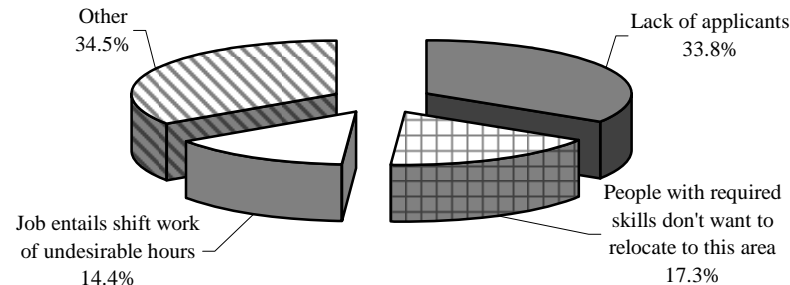
Overall, in 2008, hospitals had 4.7 percent of budgeted vacancies and 11.2 percent of turnovers, while in 2007, hospitals had 3.3 percent of budgeted vacancies and 9.5 percent of turnovers.

Figure 29 shows the responses why vacancies were hard-to-fill in hospitals. The top three responses for why vacancies were hard-to-fill were “lack of applicants,” “people with required skills don’t want to relocate to this area,” and “job entails shift work of undesirable hours,” respectively.

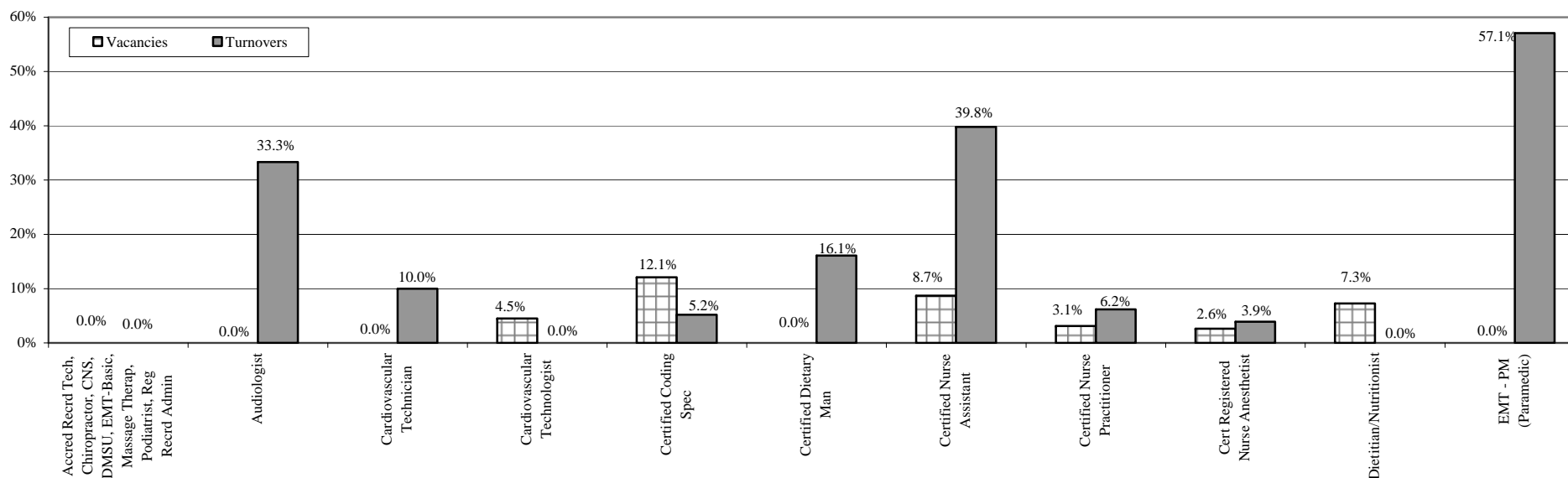
### Hospitals Defined

*Hospital is defined as an establishment with an organized medical staff with permanent facilities that include inpatient beds and is primarily engaged in providing, by or under the supervision of physicians, to inpatients any of the following services: diagnostic or therapeutic services for medical diagnosis, treatment, or care of injured, disabled or sick persons; obstetrical services including the care of the newborn; rehabilitation services for injured, disabled or sick persons.*

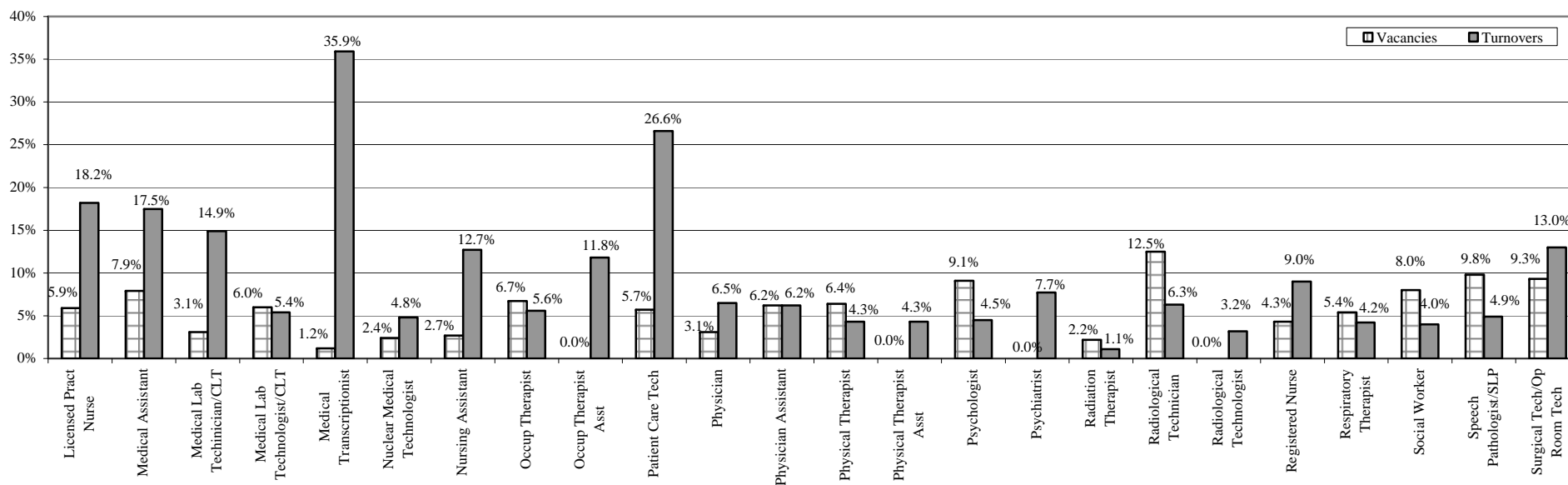
**Figure 29**  
**Hospitals – Responses to Why Vacancies Were Hard-to-Fill**



**Figure 30**  
**Hospitals – Percent of Vacancies and Turnovers**



**Figure 30**  
**Hospitals – Percent of Vacancies and Turnovers (continued)**



Source: South Dakota Department of Health, Office of Data, Statistics, and Vital Records

Note: \*Starting in 2005 certified nursing assistants were analyzed separately from nursing assistants.

Please do not use past publications to conduct trend analysis on nursing assistants.

There were only part-time EMT – I/85 (Intermediate) (2) and EMT – I/99 (Special Skills) (2) in hospitals in 2008.

## Inpatient Chemical Dependency Facilities

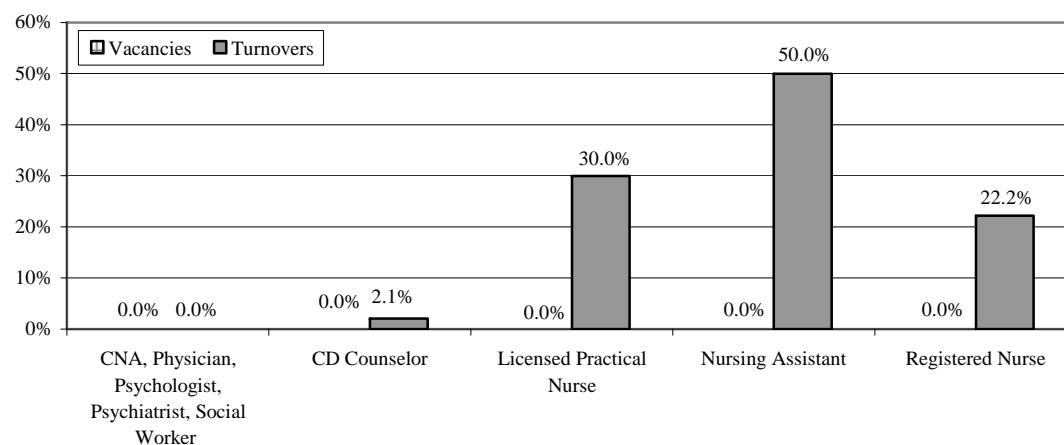
Out of the eight inpatient chemical dependency facilities in South Dakota, seven returned their surveys for a return rate of 87.5 percent. Figure 31 shows health care professionals that are employed in inpatient chemical dependency facilities. They include CD counselor, certified nursing assistant, dietitian/nutritionist, licensed practical nurse, nursing assistant, physician, psychiatrist, psychologist, registered nurse, and social worker. There were no budgeted vacancies in inpatient chemical dependency facilities in 2008. The position with the highest turnover rate was nursing assistant with 50 percent, while the positions with the lowest turnover rate were certified nursing assistant, physician, psychologist, psychiatrist, and social worker all with 0 percent. Overall, in 2008, inpatient chemical dependency facilities had 0 percent of budgeted vacancies and 10.3 percent of turnovers, while in 2007, inpatient chemical dependency facilities had 22.1 percent of budgeted vacancies and 27.9 percent of turnovers.

Figure 32 shows the responses why vacancies were hard-to-fill in inpatient chemical dependency facilities. The top response was tied among “job entails shift work of undesirable hours,” “lack of applicants,” and “applicants lack the qualifications we want.”

## Inpatient Chemical Dependency Defined

*Inpatient chemical dependency facility is defined as a facility which provides a structured inpatient treatment program for alcoholism or drug abuse.*

**Figure 31**  
**Chemical Dependency Facilities – Percent of Vacancies and Turnovers**

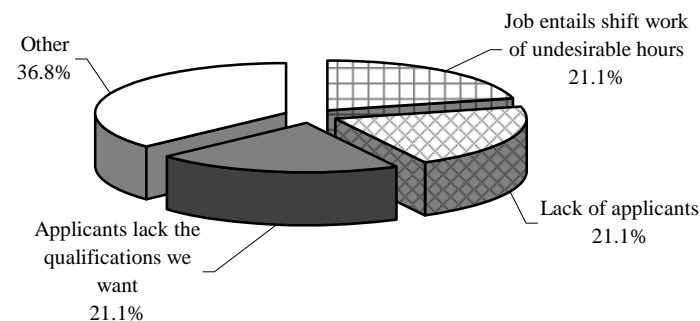


Source: South Dakota Department of Health, Office of Data, Statistics, and Vital Records

Note: There were only part-time dietitian/nutritionist (1) and psychiatrist (1) in inpatient chemical dependency facilities in 2008.

\* Starting in 2005 certified nursing assistants were analyzed separately from nursing assistants. Please do not use past publications to conduct trend analysis on nursing assistants.

**Figure 32**  
**Chemical Dependency Facilities – Responses to Why Vacancies Were Hard-to-Fill**



Source: South Dakota Department of Health, Office of Data, Statistics, and Vital Records

## Intermediate Care Facility for the Mentally Retarded

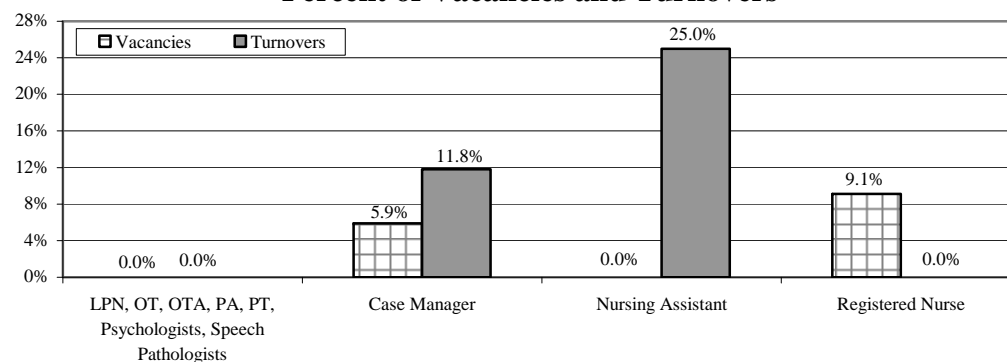
Figure 33 shows health care professionals that are employed in intermediate care facilities for the mentally retarded. There is only one licensed Intermediate Care Facility for the Mentally Retarded in South Dakota, which is reflected in this report. The position with the highest vacancy rate was registered nurse with 9.1 percent. The position with highest turnover rate was nursing assistant with 25 percent. Overall, in 2008, intermediate care facilities for the mentally retarded had 4.1 percent of budgeted vacancies and 10.2 percent of turnovers, while in 2007, intermediate care facilities for the mentally retarded had 2.6 percent of budgeted vacancies and 5.3 percent of turnovers.

This year the intermediate care facility for the mentally retarded had no hard-to-fill vacancies; therefore, summary data on hard-to-fill vacancies are not available.

### Intermediate Care Facility Defined

*An intermediate care facility is defined as an establishment which is maintained and operated for the expressed or implied purpose of providing care for a person or persons, whether for consideration or not, who do not require the degree of care and treatment which a hospital or skilled nursing facility is designed to provide but who, because of their mental or physical condition, require medical care and health services which can be made available to them only through institutional facilities.*

**Figure 33**  
**Intermediate Care Facilities for the Mentally Retarded –**  
**Percent of Vacancies and Turnovers**



Source: South Dakota Department of Health, Office of Data, Statistics, and Vital Records

Note: There were no certified dietary manager, certified nurse practitioner, certified nursing assistant, dietitians/nutritionist, nursing assistant, physician, physical therapist assistant, psychiatrist, psychologist, restorative aide, and social worker in intermediate care facilities for the mentally retarded in 2007.

\* Starting in 2005 certified nursing assistants were analyzed separately from nursing assistants. Please do not use past publications to conduct trend analysis on nursing assistants.

## Nursing Facilities

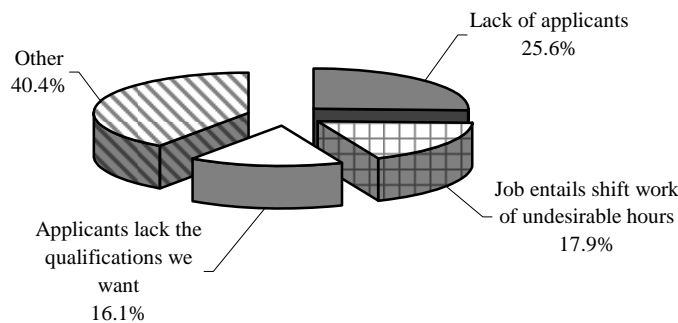
All 111 nursing facilities in South Dakota returned their surveys for a return rate of 100 percent. Figure 35, on the next page, shows health care professionals that are employed in nursing facilities. The position with the highest vacancy rate was certified nursing assistant with 9 percent, while the positions with the lowest vacancy rate were accredited record technician, certified coding specialist, certified nurse practitioner, physician, physician assistant, dietitian/nutritionist, health unit clerk, occupational therapist assistant all with 0 percent. The position with the highest turnover rate was certified nursing assistant with 41.2 percent, while the position with the lowest turnover rate was accredited record technician, certified coding specialist, certified nurse practitioner, physician, physician assistant, and speech pathologist/SLP all with 0 percent. Overall, in 2008, nursing facilities had 7.5 percent of budgeted vacancies and 29.7 percent of turnovers, while in 2007, nursing facilities had 5.2 percent of budgeted vacancies and 30.7 percent of turnovers.

Figure 34 shows the reasons why vacancies were hard-to-fill in nursing facilities. The top three responses for why vacancies were hard-to-fill were “lack of applicants,” “job entails shift work of undesirable hours,” and “applicants lack the qualifications we want,” respectively.

### Nursing Facility Defined

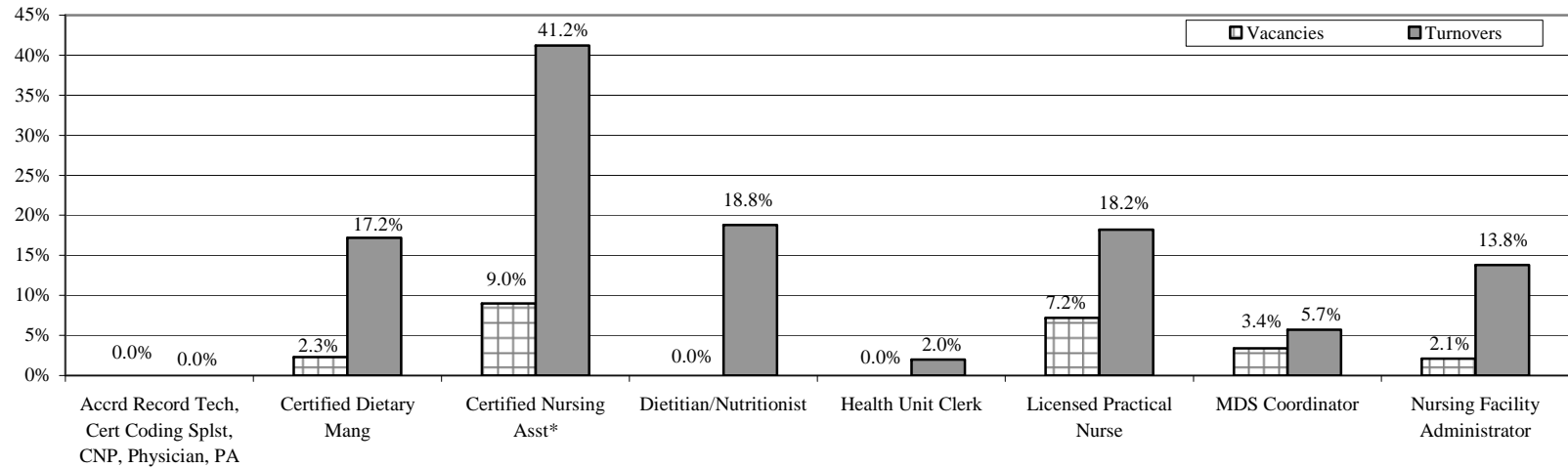
*Nursing facility is defined as an establishment which is maintained and operated for the express or implied purpose of providing care to one or more persons, whether for consideration or not, who are not acutely ill but do require nursing care and related medical services of such complexity as to require professional nursing care under the direction of a physician on a 24-hour per day basis.*

**Figure 34**  
**Nursing Facilities – Responses to Why Vacancies Were Hard-to-Fill**

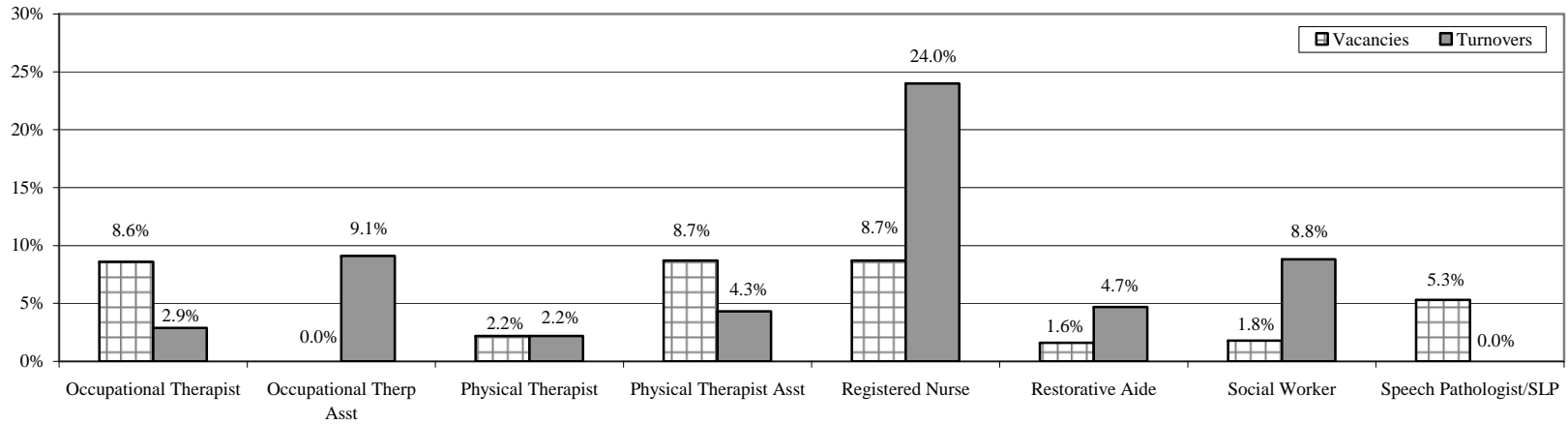


Source: South Dakota Department of Health, Office of Data, Statistics, and Vital Records

**Figure 35**  
**Nursing Facilities – Percent of Vacancies and Turnovers**



**Figure 35**  
**Nursing Facilities – Percent of Vacancies and Turnovers (continued)**



Source: South Dakota Department of Health, Office of Data, Statistics, and Vital Records

Note: There were only part-time massage therapists (1) in nursing facilities in 2008.

\* Starting in 2005 certified nursing assistants were analyzed separately from nursing assistants.

Please do not use past publications to conduct trend analysis on nursing assistant.



## Optometry Clinics

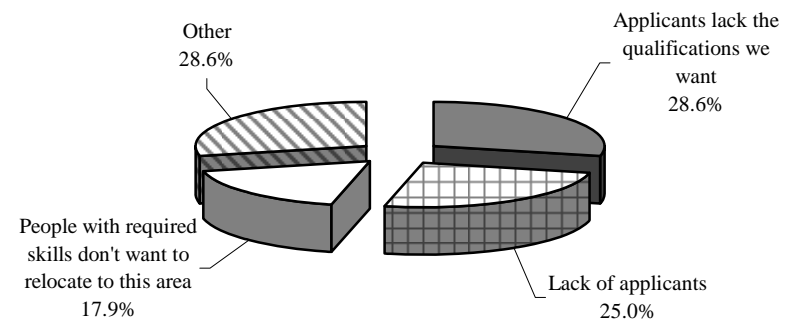
Out of the 115 optometry clinics in South Dakota, 88 returned their surveys for a return rate of 76.5 percent. Only two professions, optometrist and ophthalmologist, were surveyed in optometry clinics. Optometrists had a vacancy rate of 6 percent and a turnover rate of 2 percent, while ophthalmologist had 0 percent vacancy and turnover rate.

Figure 36 shows the reasons why vacancies were hard-to-fill in optometry clinics. The top response for why vacancies were hard-to-fill was “applicants lack the qualifications we want.” The second highest response was “lack of applicants.” The third highest response was “people with required skills don’t want to relocate to this area.”

## Optometry Clinics Defined

*An institution, building, or part of a building where patients receive optometric services including examination of the eye and prescription of corrective measures for insufficiencies or abnormal conditions of the visual processes of the eye, except surgery.*

**Figure 36**  
**Optometry Clinics– Responses to Why Vacancies Were Hard-to-Fill**



Source: South Dakota Department of Health, Office of Data, Statistics, and Vital Records

## Pharmacy

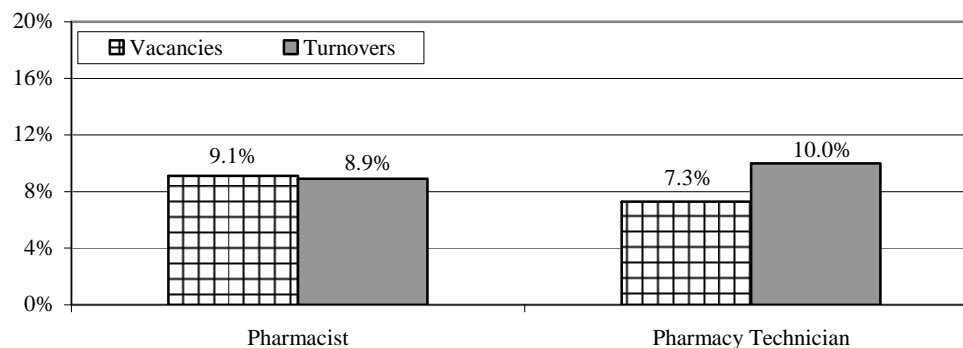
Out of the 270 pharmacies surveyed in South Dakota, 243 returned their surveys for a return rate of 90 percent. Figure 37 shows health care professionals that are employed in pharmacies. They include pharmacist and pharmacy technician. The position with the highest vacancy rate was pharmacist with 9.1 percent, followed by pharmacy technician with 7.3 percent. The position with the highest turnover rate was pharmacy technician with 10 percent, followed by pharmacist with 8.9 percent. Overall, in 2008, pharmacies had 8 percent of budgeted vacancies and 9.6 percent of turnovers, while in 2007, they had 6.9 percent of budgeted vacancies and 12.2 percent of turnovers.

Figure 38 shows the responses why vacancies were hard-to-fill in pharmacies. The top response was “lack of applicants.” The second highest response was “people with required skills don’t want to relocate to this area.” The third highest response was “applicants lack the qualifications we want.”

### Pharmacy Defined

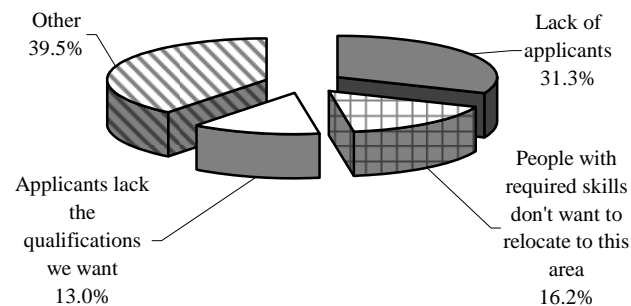
*A location where drugs are dispensed and pharmaceutical care is provided.*

**Figure 37**  
**Pharmacies – Percent of Vacancies and Turnovers**



Source: South Dakota Department of Health, Office of Data, Statistics, and Vital Records

**Figure 38**  
**Pharmacies – Responses to Why Vacancies Were Hard-to-Fill**



Source: South Dakota Department of Health, Office of Data, Statistics, and Vital Records

## Correctional Health Facilities

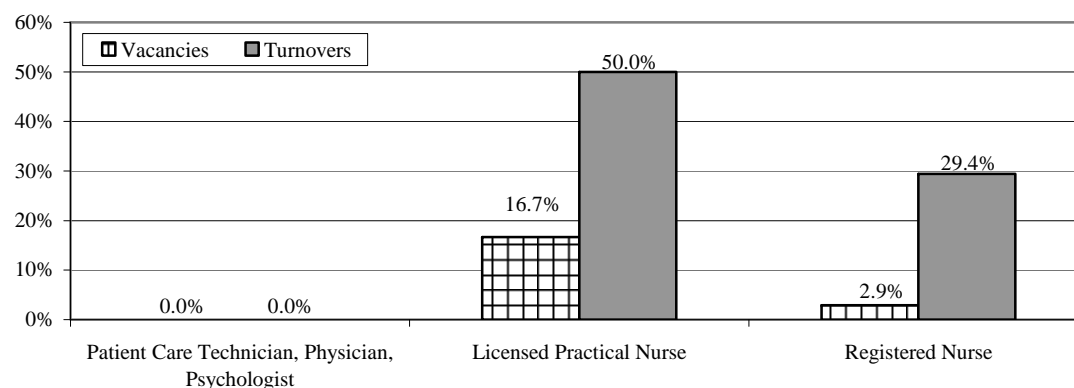
All four of the correctional health facilities in South Dakota returned their surveys for a return rate of 100 percent. Figure 39 shows health care professionals that are employed in correctional health facilities. They include licensed practical nurse, patient care technician, physician, psychiatrist, psychologist, registered nurse, and radiological technician. The position with the highest vacancy rate was licensed practical nurse with 16.7 percent, while the positions with the lowest vacancy rate were patient care technician, psychologist, and physician all with 0 percent. The position with the highest turnover rate was also licensed practical nurse with 50 percent, while the positions with the lowest turnover rate were patient care technician, psychologist, and physician all with 0 percent. Overall, in 2008, correctional health facilities had 3.9 percent of budgeted vacancies and 25.5 percent of turnovers, while in 2007, they had 2.3 percent of budgeted vacancies and 20.9 percent of turnovers.

Figure 40 shows the responses why vacancies were hard-to-fill. The top response was “lack of applicants.” The second highest response was tied among “company/industry doesn’t pay enough,” “job entails shift work of undesirable hours,” “too much competition from other employers,” and “people with required skills don’t want to relocate to this area.”

## Correctional Health Facilities Defined

*The delivery of health care services within the state’s adult and juvenile correctional facilities.*

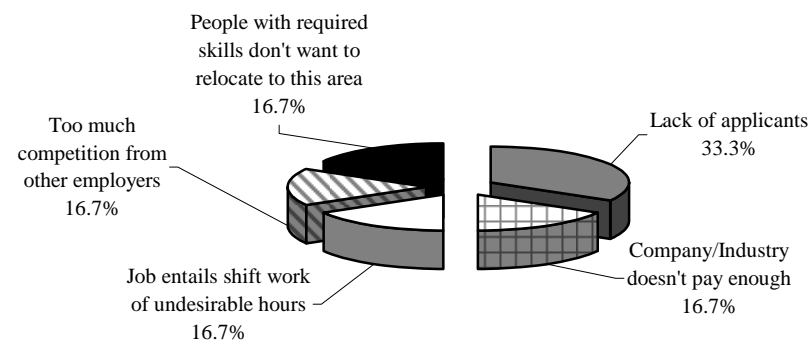
**Figure 39**  
**Correctional Health Facilities – Percent of Vacancies and Turnovers**



Source: South Dakota Department of Health, Office of Data, Statistics, and Vital Records

Note: There were only part-time psychiatrists (3) and radiological technicians (2) in correctional health facilities in 2008.

**Figure 40**  
**Correctional Health Facilities – Responses to Why Vacancies Were Hard-to-Fill**



Source: South Dakota Department of Health, Office of Data, Statistics, and Vital Records

## Renal End-Stage Facilities

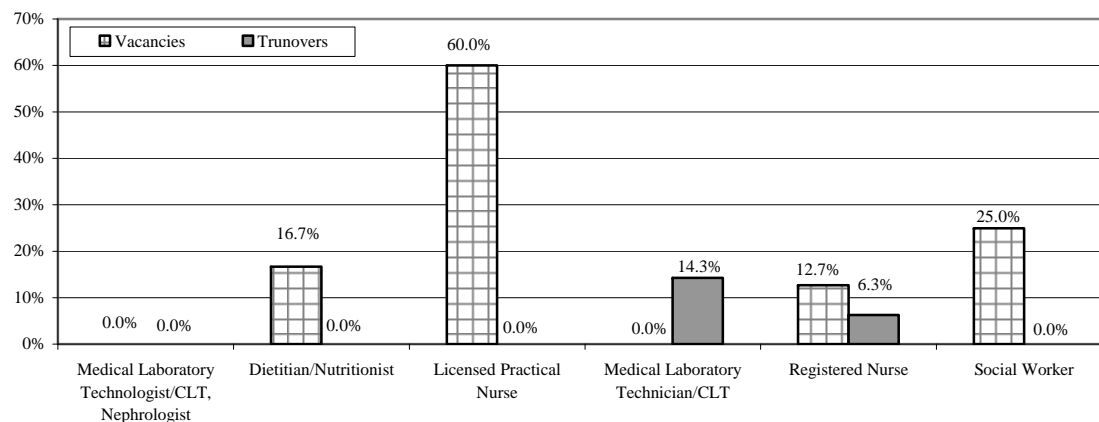
Out of the 24 renal end-stage facilities surveyed in South Dakota, 19 returned their surveys for a return rate of 79.2 percent. Figure 41 shows health care professionals that are employed in renal end-stage facilities. The position with the highest vacancy rate was licensed practical nurse with 60 percent, while the positions with the lowest vacancy rate were medical laboratory technologist/CLT, nephrologist, and medical laboratory technician/CLT all with 0 percent. The position with the highest turnover rate was medical laboratory technician/CLT with 14.3 percent, while the positions with the lowest turnover rate were medical laboratory technologist/CLT, nephrologist, dietitian/nutritionist, licensed practical nurse, and social worker all with 0 percent. Overall, in 2008, renal end-stage facilities had 14.2 percent of budgeted vacancies and 5.3 percent of turnovers, while in 2007, they had 3.4 percent of budgeted vacancies and 4.5 percent of turnovers.

Figure 42 shows the responses why vacancies were hard-to-fill in renal end-stage facilities. The top response for why vacancies were hard-to-fill was “applicants lack the qualifications we want.” The second highest response was “lack of applicants.” The third highest response was “people with required skills don’t want to relocate to this area.”

## Renal End-Stage Facility Defined

*A facility that provides staff-assisted hemodialysis services in an outpatient setting. May also provide peritoneal dialysis and hemodialysis training.*

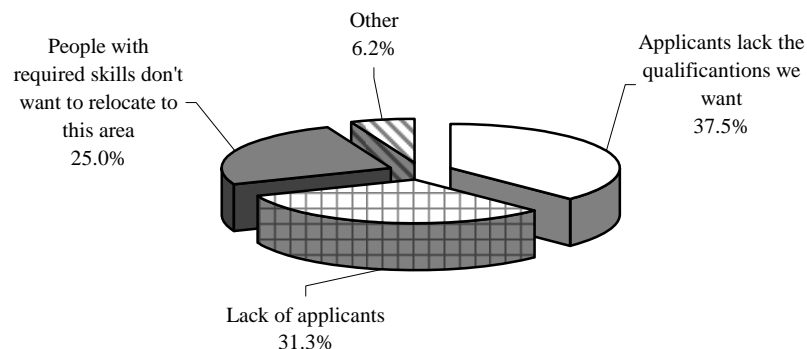
**Figure 41**  
**Renal End-Stage Facilities – Percent of Vacancies and Turnovers**



Source: South Dakota Department of Health, Office of Data, Statistics, and Vital Records

Note: There were no physicians, psychologists, and psychiatrists in renal end-stage facilities in 2008.

**Figure 42**  
**Renal End-Stage Facilities – Responses to Why Vacancies Were Hard-to-Fill**



Source: South Dakota Department of Health, Office of Data, Statistics, and Vital Records

## Rural Health Clinics

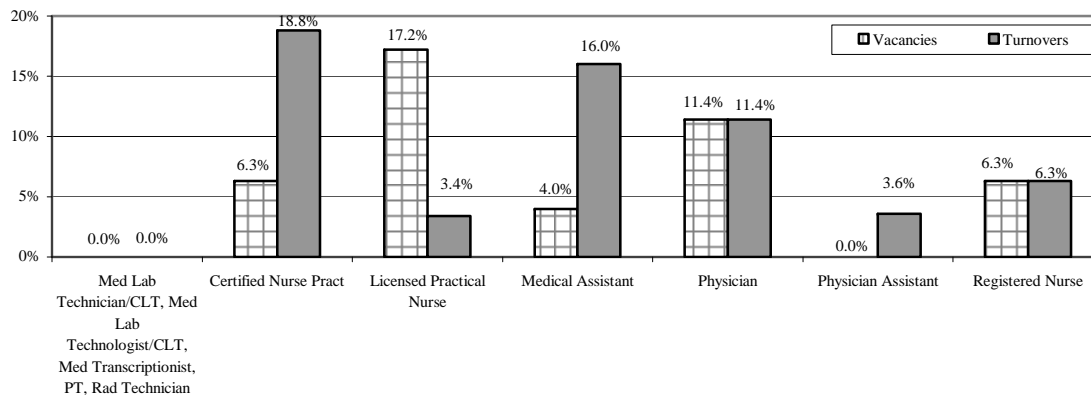
Out of the 61 rural health clinics in South Dakota, 45 returned their surveys for a return rate of 73.8 percent. Figure 43 shows health care professionals that are employed in rural health clinics. The position with the highest vacancy rate was licensed practical nurse with 17.2 percent, while the positions with the lowest vacancy rate were medical laboratory technician/CLT, medical laboratory technologist/CLT, medical transcriptionist, physical therapist, radiological technician, and physician assistant all with 0 percent. The position with the highest turnover rate was certified nurse practitioner with 18.8 percent, while the positions with the lowest turnover rate were medical laboratory technician/CLT, medical laboratory technologist/CLT, medical transcriptionist, physical therapist, and radiological technician all with 0 percent. Overall, in 2008, rural health clinics had 7.4 percent of budgeted vacancies and 8.6 percent of turnovers, while in 2007 they had 5.7 percent of budgeted vacancies and 6.3 percent of turnovers

Figure 44 shows the reasons why vacancies were hard-to-fill in rural health clinics. The top response for why vacancies were hard-to-fill was “lack of applicants.” The second highest response was “people with required skills don’t want to relocate to this area.” The third highest response was tied between “applicants lack the qualifications we want” and “too much competition from other employers.”

## Rural Health Clinic Defined

*A clinic that receives increased Medicare and Medicaid reimbursement to help ensure the provision of primary care services to rural and underserved areas.*

**Figure 43**  
**Rural Health Clinics – Percent of Vacancies and Turnovers**

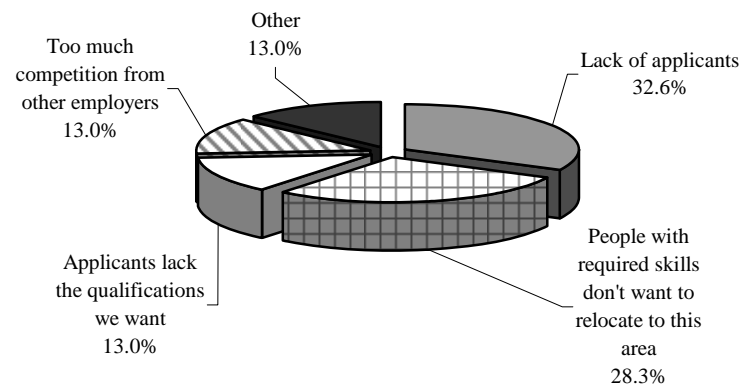


Source: South Dakota Department of Health, Office of Data, Statistics, and Vital Records

Note: There were no clinical nurse specialist, diagnostic medical sonographer/ultrasonographer, nuclear medical technologist, occupational therapist, and radiological technologist in 2008.

There were only part-time certified nurse midwives (1) in rural health clinics in 2008.

**Figure 44**  
**Rural Health Clinics – Responses to Why Vacancies Were Hard-to-Fill**



Source: South Dakota Department of Health, Office of Data, Statistics, and Vital Records

